

Kirk Nicholas is retired Marine, Civil Servant and consultant. He is a dynamic leader, critical thinker and strategic innovator with highly developed skills in organizational design and de-layering married with deploying successful Lean Six Sigma and other process/performance improvement methodologies on a global scale. He is results driven, focused on identifying improvement opportunities that will drive increased performance and cost reductions in all operations.

A highly sought after Enterprise Solution Architect for many commercial and government organizations, he is a recognized expert on the strengths of Enterprise organizational design and performance improvement tied to people, process and technology. Kirk is also one of the most experienced deployment directors of Lean Six Sigma, covering global locations, 1.5 million people, a \$546 Billion budget and a 3 year ROI of \$54 Billion to the Army's bottom line.

In his new role Kirk is the Executive Director for the Office of Accountability and Whistleblower Protection, a Congressional mandated organization within VA reporting directly to the Secretary, VA. He is charged with providing advisory support directly to the Assistant Secretary and VA leadership in the direction, control, coordination and evaluation of Whistleblower Protections and Senior Leader Accountability throughout VA.